

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council Of Howard County, Maryland

2004 Legislative Session

Legislative Day No. **9**

### Bill No. 44-2004

Introduced by: The Chairman at the request of the County Executive

AN ACT pursuant to Section 1.111(e) of the Howard County Code approving provisions in a collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees - Howard County Local 3085, which are in conflict with the provisions of Title 1 "Human Resources" of the County Code and the Employee Manual; and providing for the application of this Act.

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Introduced and read first time \_\_\_\_\_, 2004. Ordered posted and hearing scheduled.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on \_\_\_\_\_, 2004.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

This Bill was read the third time on \_\_\_\_\_, 2004 and Passed \_\_\_, Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Sealed with the County Seal and presented to the County Executive for approval this \_\_\_ day of \_\_\_\_\_, 2004 at \_\_\_ a.m./p.m.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Approved by the County Executive \_\_\_\_\_, 2004

\_\_\_\_\_  
James N. Robey, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN ALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment

1           **WHEREAS**, Howard County Local 3085 of the American Federation of State,  
2 County and Municipal Employees (“Local 3085”) and the County have reached agreement  
3 on a Memorandum of Agreement (the “Agreement”) to be effective July 1, 2004 through  
4 June 30, 2005; and  
5

6           **WHEREAS**, in accordance with Section 1.111(e) of the Howard County Code, the  
7 County Executive is required to submit to the County Council for its approval all provisions  
8 in collective bargaining agreements that are in conflict with Title 1 “Human Resources” of  
9 the Howard County Code or the Employee Manual; and  
10

11           **WHEREAS**, pursuant to authority contained in the Howard County Code, the  
12 County Council, by enactment of Council Bill 44 - 2003, approved provisions in the  
13 Agreement that are in conflict with Title 1 “Human Resources” of the Howard County Code  
14 or the Employee Manual; and  
15

16           **WHEREAS**, the members of Local 3085 have ratified the Agreement, and the  
17 Agreement includes new provisions that are in conflict with Title 1 of the County Code and  
18 the Employee Manual:  
19

20           **NOW, THEREFORE,**  
21

22       ***Section 1. Be It Enacted by the County Council of Howard County, Maryland, that the***  
23       ***County Council continues its approval of previously approved provisions in the Agreement***  
24       ***that are in conflict with Title 1 “Human Resources” of the Howard County Code and the***  
25       ***Employee Manual.***  
26

27       ***Section 2. Be It Further Enacted by the County Council of Howard County, Maryland,***  
28       ***that, in regard to the collective bargaining agreement between Howard County and Local***  
29       ***3085 of the American Federation of State, County and Municipal Employees, the Council***  
30       ***approves the following new provisions which are in conflict with the provisions of Title 1***  
31       ***"Human Resources" of the Howard County Code and the Employee Manual:***

1   **Section 1.6 - Union Continuity.**

2           The County shall make every effort not to contract out work normally performed by  
3   the bargaining unit. In the event that a position within the unit is eliminated as a result of the  
4   contracting out of work normally performed by the unit, the County shall place the employee  
5   in a vacant position for which the employee is qualified.

6  
7   **Section 3.10. - Informational Meetings.**

8           Upon prior notice to and approval of the Chief Administrative Officer, the Union may  
9   conduct meetings with employees to disseminate information on issues having a substantial  
10   impact on the workplace.

11  
12   **Section 5.1. - Regular Workweek.**

13   (b)    An employee in the job classification of Water Reclamation Plant Operator I, II or III,  
14           who is the sole employee on duty during his regular shift shall receive a paid thirty  
15           minute lunch period.

16  
17   **Section 8.13. - Snow Removal Premium.**

18   (a)    An employee shall be paid an additional \$0.25 per hour for all hours worked while  
19           operating a motor vehicle for purposes of snow removal.  
20   (b)    A payment under this section is not applicable to overtime or retirement calculations.

21  
22   **Section 8.14. - Certified Trainers.**

23   (a)    If an employee is certified as a trainer and provides training to other County  
24           employees, the employee shall be paid the following amounts annually:  
25           \$1,000 for Traffic Control Training  
26           \$1,000 for Forklift Training  
27   (b)    An employee may qualify for only one pay under this section per year.

28  
29   ***Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland,***  
30   ***that the provisions of this Act shall apply beginning with the first pay date after July 1, 2004.***

- 1    ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland,  
2    *that this Act shall become effective 61 days after its enactment.*